



Town Hall Recruitment Webinar

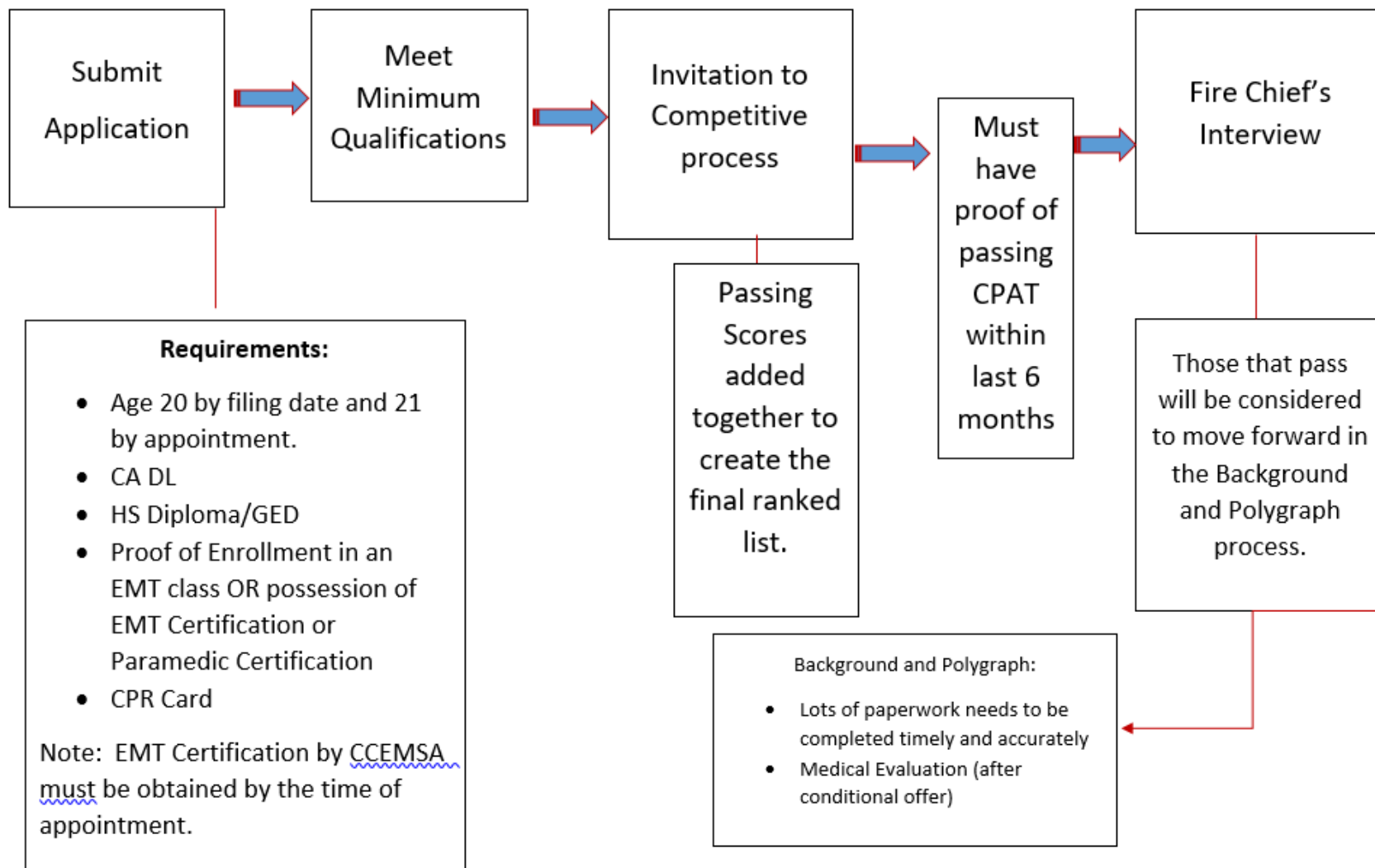
January 27, 2021 6:00 PM

Zoom Virtual Meeting

- **Welcome (Fire Chief Kerri Donis)**
 - Introductions
- **Minimum Qualifications (Chief Donis, Senior HR Analyst Nelson)**
 - Emergency Medical Technician (Captain Montag)
- **Background Investigation (Deputy Fire Marshal Tracy)**
- **Candidate Physical Ability Test (CPAT) (Specialist Woodard)**
- **Entry Level Interviews (Captain Wedemeyer)**
- **Recruit School (Academy) Expectations (Captain Martinez, Specialist McIntyre)**
- **A Day in the Life of a Firefighter (Firefighter Gonzales, Firefighter Mezzera)**
- **Balancing Family Life with Fire Career (Specialist McIntyre)**
- **Panelist Answers to Questions Asked**



Entry-Level Firefighter Recruitment Testing Process





Emergency Medical Technician (EMT)

- Process required prior to your JOB APPLICATION:
 - Proof of registration/enrollment in a certified EMT 1 course.
 - Start date cannot be after your application date. You must be currently attending.



Emergency Medical Technician

Requirement Prior to CHIEFS INTERVIEW:

- Successful completion of certified EMT B course.
 - CPR Card (Pre-requisite)

Requirement Prior to APPOINTMENT:

- Candidate must have current CCEMSA licensure.



Emergency Medical Technician

- Complete process to receive CCEMSA EMT B license:
 - Complete certified EMT 1 class
 - CPR Card (pre-requisite)
 - Upon class completion you will receive an EMT 1 certification.
 - This allows you to register for the National Registry exam.
 - Completion of exam will allow you to apply for your CCEMSA EMT B license.
 - Application is through Fresno County Emergency Medical Services (EMS).



Integrity

- Honesty
- Impartiality
- Trustworthiness
- Protection of Confidential Information
- Moral/Ethical Behavior

Impulse Control/Attention to Safety

- Safe Driving Practices
- Attention to Safety
- Impulse/Anger Control

Substance Abuse and Other Risk-Taking Behavior

MORAL CHARACTER

Stress Tolerance

- Positive Attitude and Even Temper
- Stress Tolerance and Recovery
- Accepting Responsibility for Mistakes

Confronting and Overcoming Problems, Obstacles, and Adversity

HANDLING STRESS AND ADVERSITY

Conscientiousness

- Dependability/Reliability
- Personal Accountability and Responsibility
- Safeguarding and Maintaining Property, Equipment, and Belongings
- Orderliness, Thoroughness, and Attention to Detail
- Initiative and Drive
- General Conscientiousness

WORK HABITS

Interpersonal Skills

- Social Sensitivity
- Social Interest and Concern
- Tolerance
- Social Self-Confidence / Persuasiveness
- Teamwork

INTERACTION WITH OTHERS

Decision-Making and Judgment

- Situation / Problem Analysis
- Adherence to Policies and Regulations
- Response Appropriateness
- Response Assessment

Learning Ability

Communication Skills

- Oral Communication
- Written Communication

INTELLECTUALLY BASED ABILITIES



Background

The Fresno Fire Department administers a Professional Background Investigation (PBI) for two reasons:

- 1) Assure compliance with all applicable minimum standards for appointment as a Firefighter Trainee.
- 2) Assure candidates are suitable for the position.
 - Past misconduct and other signs of unsuitability must be uncovered so dangerous or otherwise unfit candidates are screened out.
 - What you have done in the past is NOT as important as what you have done since then and that you are honest with your background investigator. Lying will be cause for immediate disqualification.

At the first step in the PBI process, you will be asked to sign several waivers that allow the Department to start your background.

The next step will require you to completely and truthfully fill out an online Personal History Statement (PHS).

You will electronically submit several required documents for your background investigator to review.

- Driver's License, Birth Certificate, SS Card, Auto Insurance, School Transcripts, and Documents for Name Change, Marriage/Divorce, and Citizenship.

A background investigator will review all the information you submitted and request all law enforcement contacts and driving records.

Your background investigator will also make contact with all references you submit on the PHS.

- Relatives, References, Friends, Employers, Co-Workers, Teachers, Neighbors, and Roommates.

All the information you supplied on the PHS and the information discovered by the background investigator will be confirmed with a polygraph examination.

Background investigators will follow established standards associated with such issues as driving history, criminal convictions, illegal drug use, theft, and other criminal conduct.

There are few instances that will automatically disqualify a candidate. Dishonesty, lying, or intentional omission of fact, cannot and will not be overlooked and will result in immediate disqualification.



CPAT

Specialist Woodard

- **What is CPAT?**

- The Candidate Physical Ability Test (CPAT) is the recognized standard for measuring an individual's ability to handle the physical demands of being a firefighter.

- **What does CPAT entail?**

- Participants in the CPAT must navigate eight separate events on a closed course within a span of 10 minutes and 20 seconds. Each event simulates a physical skill or function that firefighters experience on the job.
 - [Stair Climb](#)
 - [Hose Drag](#)
 - [Equipment Carry](#)
 - [Ladder Raise and Extension](#)
 - [Forcible Entry](#)
 - [Search](#)
 - [Rescue Drag](#)
 - [Ceiling Breach and Pull](#)



CPAT

Specialist Woodard

CPAT Details

- During the test, candidates wear a helmet, gloves and 50-lb weighted vest, designed to simulate the weight of firefighter personal protective equipment. Candidates will be accompanied by a test proctor, who will call out directions for the test events and score the candidate's success in real time.
- Each event must be completed **exactly as prescribed** – if a candidate fails any component of the test, they will fail the entire test. Candidates also fail if they do not complete the eight events within the 10-minute, 20-second time limit.

Scheduling Your CPAT

- CPAT tests must be scheduled online in advance.
- The CPAT testing fee is \$150, which includes the test and two optional orientation sessions.
- Rescheduling your test: Changes less than two business days before a scheduled CPAT will be subject to a \$50 processing fee.
- FCTC does not accept reschedule requests on the day of the event.
- **Cancellations and No-shows:** Will result in forfeiture of testing fees.



CPAT Preparation Specialist Woodard

Orientation

- Candidates will have opportunity to schedule at least two orientation sessions within eight (8) weeks prior to taking the test.
- During orientation, candidates will receive instruction on the test and the test events, and will have the opportunity to try out the CPAT testing equipment.
- Participation in one or more orientation sessions is strongly encouraged.
- Complete online Orientation Guide, with detailed information about the test events.
- YouTube videos, with detail instruction about test events.

Practice

- In addition to orientation, candidates have the option to sign up for at least two (2) timed practice runs prior to the test itself. Unlike orientation, practice tests are a full-scale simulation of the test. *There is an additional fee of \$25 per practice test.*
- *If you choose not to participate in this pre-test program, you will be required to sign a waiver acknowledging that you are aware of the pre-test program and have declined to include it in your preparations to complete the CPAT.*

Getting in Shape to Take CPAT



Candidate Physical Ability Test Specialist Woodard

- Firefighter Candidate Testing Center
<https://www.fctonline.org/>
- National Testing Network
https://nationaltestingnetwork.com/publicsafetyjobs/cpat_info.cfm



Oral Interview Captain Wedemeyer

- The oral Interview consist of 6-10 questions
- Questions will involve work history, ability to work with others, ethics, motivation and decision making ability .
- The Oral Board is a collective of Fresno City Fire personnel.
- Dress in business attire



Oral Interview

Captain Wedemeyer

- There are multiple internet sites with examples of firefighter entry level oral interview questions on the internet.
- www.firerescue1.com
- www.firefighternow.com
- www.aspiringfirefighters.com
- These are a few suggestions, there are more sites to explore. .
- Practice speaking in front of others
- Video tape yourself and correct bad habits i.e “Um”, no eye contact, not getting to the point.



Oral Interview Captain Wedemeyer

What is FFD looking for ?

- You will want to share work, life experiences, volunteerism and educational experiences that show a motivated , trustworthy and compassionate person.
- Draw from your life experience .
- Fire related experience is not required in your answer.



Drill School

- 16 Weeks
- Monday – Friday 0700-1600
- Physically and academically demanding
- Weekly quizzes
- Academic standard of 80% average
- 100% passing on all IPE
- Mid term and final



Drill School Expectations

- Hardworking
- Resilient
- Physically fit
- Core Values





What do Fresno Firefighters actually do? Firefighter Gonzales / Mezzera

- Respond to emergencies included, but not limited to:
 - Fires
 - Life threatening emergencies
 - Traffic Accidents
 - Assist citizens
 - Rescues
 - Hazmats



Probation

Firefighter Gonzales / Mezzera

- 13 months
- 6 months station transfer
- 6 month and 12 month test
- Individual Performance Evaluations (IPE)
- Station Schools
- Constantly being evaluated
- Opportunity to prove yourself



Day in Life as a Fresno City Firefighter (Gonzales / Mezzera)

48 hours on, 96 hours off

- 0700 start of shift
- Prepared, ready for any emergency
- Line-up
- Station school
- Workout
- Station/ tool detail
- Study
- Train

How you can be involved

- Committees
- Explorer Program/ Girls Empowerment Camp
- FFCM
- Fundraisers
- Union functions
- Fire Family
- Classes/ training opportunities



Family and the fire service

- Schedule
 - Trades
 - Vacation
- Benefits
 - Health / dental / vision insurance
 - Retirement
 - Salary range
\$4,932 - \$ 7,348
- Family Time
- Special Events
 - Firefighters Creating Memories
 - Christmas Tree Lane
 - Ca Firefighter Olympics
 - Fresno Fire Chiefs Foundation



Family and the fire Service

- Relationships within the department
 - FFD as an extended family
- Station Visits



Wrap up

- Panelist answers to questions in que
- Please follow us on
 - Twitter
 - Facebook
- Continue to check Fresno Fire Recruitment
 - <https://www.fresno.gov/fire/recruitment/>